

# The Development of Human Capital Influencing Organizational Good Citizenship Behavior in Anuban Ubonratchathani School

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## Abstract

The purposes of this study are to 1) study needs for the development of human capital influencing organizational good citizenship in Anuban Ubon Ratchathani School 2) study behavior of good citizenship in Anuban Ubon Ratchathani School and 3) develop the way for the development influencing organizational good citizenship in Anuban Ubon Ratchathani School. The process of the study are 1) to study the needs for human capital development and the behavior of being organizational good citizenship in Anuban Ubon Ratchathani School using 103 teachers of the school as sample consisting of general data, the human capital development and behavior influencing organizational good citizenship in the school. The content validity ranges from 0.80 - 1.00 which the Alpha Coefficient of 0.909 and 0.944 respectively. The frequency, percentage, mean, standard deviation and Modified Priority Needs Index statistics were used to analyze the data. And 2) the development and the check of the ways for the so-called development by using Multiple Regression Analysis statistics. The draft of the ways for the development were approved by 9 connoisseurship people and 3) The implementation of the ways that has been developed. The study reveals that the overall of human capital development by leadership of administrator and the academic competency and sharing of learning among friends abilities was at a high level. In views of culture and performance environment, the balance in life and work and the rewards and fringe benefit were at a very high level. Besides the behaviors of organizational good citizenship was also at a very high level. 2) the ways that influence the organizational good citizenship consists of the leadership of the administrator, culture and performance environment, academic competency and sharing of learning among friends abilities, the balance in life and work and the rewards and the fringe benefits. 3) The result of the implementation reveals that the overall of the ways of the human capital development having mean at a very high level, besides, the behavior of the organizational good citizenship reveals that the overall of the organizational good citizenship was also at a very high level. When compare the behavior of the organizational good citizenship before and after the implementation, the mean of the behavior

of the organizational good citizenship the after mean was increased significantly at 0.05. Means of the before equals  $4.53 \pm 0.118$  and Means of the after equals  $4.65 \pm 0.106$ . The finding reveals that the human capital development has a true influence of the organizational good citizenship.

Keywords human capital human capital development organizational good citizenship